App. F. IX-4

1926-7

File No. 66-26

Previous References (P&S)

P&S. 67-26(1-6)

Serial Nos. 1-2

Later References

P&S 19-20(1+2)

P

General and Revenue Secretariat.

Serial Nos. Two ✓ (10)

Part B for July 1927

SUBJECT

Leave allowance to piece work employees.

Do the Dept of Govt Pty Dec comptee)

Pty G 860-1 & 2 / 27

Approved of the Suggestion tentative for a year.

JM

App. F. 111—2J

General and Revenue Secretariat. Part S File No. 66 of 1926

Serial No.	
1	From The Supdt Govt Printing No 3771 dt 30.5.192 Suggests that, at the beginnin of every calendar year a Statement of the average earnings of each Piecework employee during the 12 months of the previous calendar year may be caused to be prepared and the average so arrived at be fixed as the basis on which the allowances payable for the days of leave with has granted to the employee concerned during the whole of that calendar year instead of a fresh average being calculated every month as at present The Financial Sect may be Consulted RO 7/6/26 Draft Go is sent JP 14/6 Revised draft sent for orders JP 26/6 25/6/26 Clear draft as revised JPS -

General and Revenue / Pol & S File No. 66 of 1926.

Serial No.

H 99
12/7

618
13.7

14/7

OFFICE
THIRD ...
15 JULY 1927
No. 422

Draft for appl
Third Member thro'
Fin Secy.
12/7
pl 15/7/27

May be sanctioned limiting for a period of one year - After the expiry of this period, the question of making it permanent - may be considered
15/7/27
pl

3rd member

DS 16/7

C&X 18/7

Please alter to
Officers
18/7
DS 19/7

The draft has been amended by Asst Secy. May the draft issue?
Yes
DS 19/7

Asst M&R
19/7

General and Revenue Secretariat. P & S File No. 66 of 1926.

Serial No.	
2	To The Supdt Govt Printing The Comptroller to Govt No 9860-1 dt 22-7-26 Approves of the above Suggestion tentatively for a period of one year.

Bnd 27/7/26

B. PUTTAIYA ESQ., B.A.,
Superintendent. Government Printing,
Bangalore.

To

R. Ranga Rao, Esq., B.A., B.L.,
General Secretary to the Government of Mysore
BANGALORE

RR 2/16. 20/2/16

SIR,

I have the honour to state that in accordance with the leave rules sanctioned for the Piecework Establishment of the Government Press in G. O. No: G. 1755-6/P.&.S. 67-24-6, dated the 12th September 1925, the allowances for the days on which the employees are granted leave with pay are calculated on the average earnings of the employee concerned for the twelve months previous to that in which the leave is applied for. For example, if a Piecework employee is granted 2 days' leave with pay during current month, viz., May 1927, his leave allowances for the two days will be determined by taking his earnings during the twelve months from May 1926 to April 1927, calculating the average earnings per month and deducing therefrom the average of a day's earnings at 30 days per month and then ascertaining 2 days' ~~earnings~~ wages at the daily rate so arrived at. If he is granted leave with pay in next month, i. e., June 1927, a new monthly average will have to be worked out by taking his earnings from June 1926 to May 1927 and a new daily average calculated. It is therefore necessary every month to find out first the monthly average, and then the daily average in the case of every employee who is eligible for the grant of leave with pay. As the benefit of the leave rules can be obtained only by employees who are regular in their attendance great impetus has been given to regular attendance on the the employees and a larger number of them are improving in attendance

with a view to obtain the benefit of the leave rules. The calculation of leave allowances in the case of 30 to 40 men on an average every month has thus added considerably to the work of the office accountants and as arrangements have been made to disburse the pay of the Piecework Estaff between the 10th and 12th of each month instead of the 15th as contemplated in the Press Manual, the work of the accountants has become very exacting.

The principle of taking the average earnings for twelve months previous to date of application is in force in calculating the leave allowances of pieceworkers who are incapacitated for work from injuries received in the course of their duties, and as these accidents are of rare occurrence, the rule is working satisfactorily. But in the case of casual leave which has been recently sanctioned by Government, and which is being freely availed of by the employees, a simpler rule appears to be necessary, so that calculations may be facilitated and the Piecework bill including the leave allowances payable to the employees may be prepared promptly and punctually.

I beg to suggest that at the beginning of every calendar year, a statement of the average earnings of each Piecework employee during the 12 months of the previous calendar year may be caused to be prepared and the average so arrived at be fixed as the basis on which the allowances payable for the days of leave with pay granted to the employee concerned during the whole of that calendar year, instead of a fresh average being calculated every month as at present. There will be a slight difference between the average for the calendar year and the average for the 12 months prior to date of application, but it may not amount to more than a rupee per month and what is lost in one year will be gained the next year and vice versa, so that there will be an equitable adjustment on the whole when a new statement of average is prepared. The facility of calculation and saving in labour that will result from the proposed change will more than compensate the slight inconvenience which the

Piecework employees may feel in a particular month.

I request that the change in the basis for calculating leave ~~xxxxx~~ allowances by the Piecework Staff proposed by me may be kindly sanctioned and the leave rules amended accordingly

I have the honour to be,

Sir,

Your most obedient servant,

Superintendent.

KR.

PROCEEDINGS OF THE GOVERNMENT OF
HIS HIGHNESS THE MAHARAJA OF MYSORE.

---oOo---

R E A D.-

1. Government Order No. G.1755-6/P & S. 67-24-6, dated the 12th September 1925. approving of the Rules proposed by the Superintendent, Government Printing, for the grant of casual leave to the Piece-work Staff of the Government Press.

2. Letter No. 3771, dated the 30th May 1927, from the Superintendent, Government Printing, recommending the change of the basis for calculating the leave allowances admissible to piece-work employees of the Government Press, for the days of leave with pay granted to them under the rules referred to in the Government Order read above.

ORDER No. F 860-1

BANGALORE, DATED THE 22nd July 1927.

Under Rule 21 of the Rules issued with the Government Order read above the allowance admissible to the Piece-work Staff of the Government Press for the days on which they are granted leave with pay is to be calculated on the average earnings of the employees concerned during the twelve months previous to that in which the leave is applied for. The Superintendent, Government

Printing, reports that this rule entails -- considerable clerical labour in that the -- monthly and yearly average earnings of an em- - ployee entitled to the leave has to be calculated every month. He suggests that at the beginning of each calendar year the - - average earnings of each of the Piece-work employees during the 12 months of the previous calendar year may be calculated, and the figure thus arrived at may be taken as the basis for fixing the allowance admissible for the days on which leave is granted to the employee concerned during the whole of the calendar year.

2. The suggestion is approved. The ~~Superintendent is requested to forward a -- draft amendment to the rule in question.~~